

ASSOCIATION OF UNIVERSITY CENTERS ON DISABILITIES (AUCD)

Alliance Report/May 18, 2016 – May 18, 2018

I. Alliance Background

Date Signed: May 18, 2016

This report describes the purpose, scope of the Alliance between the Office of Disability Employment Policy (ODEP) and the Association of University Centers on Disabilities (AUCD), a list of the team members and contributors, events, products of the ODEP/AUCD Alliance, and results achieved.

Overview

Purpose of the ODEP/AUCD Alliance

The Association of University Centers on Disabilities (AUCD) is a membership organization that supports and promotes a national network of university-based interdisciplinary programs. Network members consist of:

- 67 University Centers for Excellence in Developmental Disabilities (UCEDD), funded by the Administration on Intellectual and Developmental Disabilities (AIDD)
- 52 Leadership Education in Neurodevelopmental Disabilities (LEND) Programs funded by the Maternal and Child Health Bureau (MCHB)
- 14 Developmental Disability Research Centers (IDDRC), most of which are funded by the National Institute for Child Health and Development (NICHD)

These programs serve and are located in every U.S. state and territory and are all part of universities or medical centers. They serve as a bridge between the university and the community, bringing together the resources of both to achieve meaningful change.

ODEP and the AUCD recognized the value of establishing a collaborative relationship to promote the employment of people with disabilities. ODEP and the AUCD formed this Alliance to provide AUCD members with disability employment information, technical assistance, and access to resources to enable members to create workplaces that include the skills and talents of workers with disabilities.

Specifically, ODEP and AUCD agreed to work together to carry out the following activities:

- *Share expertise and disseminate information on hiring, advancing, and retaining people with disabilities.*
- *Promote and disseminate information on ODEP resources to AUCD members. ODEP resources include, but are not limited to, the Job Accommodation Network (JAN), the Employer Assistance and Resource Network on Disability Inclusion (EARN), the National Collaborative on Workforce and Disability for Youth (NCWD), the Partnership on Employment and Economic Advancement of People with Disabilities (LEAD), Employment First State Leadership Mentoring Program (EFSLMP) Community of Practice and practices and policies to increase disability inclusion in the workplace.*
- *Build awareness and use of the Workforce Recruitment Program (WRP) as a hiring tool for AUCD members and their stakeholder communities.*
- *Develop and publicize resources on the value of hiring and retaining talented workers with disabilities including veterans with disabilities. Such resources include, but are not limited to, how-to-guides and other educational materials, success stories, and case studies developed collaboratively or by individual parties.*
- *Identify emerging issues to which the Alliance should direct particular attention and resources, and determine how best to communicate relevant and useful information related to these issues.*
- *Speak, exhibit, and/or appear at mutually agreed upon ODEP and AUCD events.*
- *As appropriate, convene and/or participate in stakeholder meetings focused on forging innovative strategies for recruiting, hiring, retaining and promoting job candidates and employees with disabilities.*
- *Provide technical assistance to employers and employees regarding replicable disability employment strategies, policies and effective practices.*
- *Participate in meetings and/or discussions with representatives from other ODEP Alliances to exchange information on various disability employment issues that are being addressed and to explore opportunities for additional collaborative activities.*

- *Carry out other activities, as mutually agreed upon, that promote hiring, advancement, and retention of individuals with disabilities.*

Implementation Team Members

ODEP: Richard Davis/Policy Advisor, Adult Team and Alliance Coordinator, Taryn Williams/Supervisory Youth Policy Advisor, Janet Brown/Policy Advisor Youth Team, Juston Locks/ Research Analyst, Policy Planning and Research Team, Michael Reardon/Supervisory Policy Advisor Employment Related Supports Team, Kirk Lew/Senior Policy Advisor Youth Team, Meredith DeDona/Senior Program Specialist Employment Related Supports Team, Lauren Karas/Business Development Specialist Policy Communication and Outreach Team, Andy Arias/Policy Advisor Adult Team: **ODEP Contributors:** Carol Dunlap/Business Development Specialist Policy Communications and Outreach Team and Alliance Manager, Lindsey Teel, Policy Advisor, Employment-Related Support Policy Team

AUCD: Andrew Imparato/Executive Director, John Tschida/ Associate Executive Director for Research and Policy, Kim Musheno/Director of Public Policy, Ben Kaufman/Program Manager, Denise Rozell/Policy Strategist, Tanisha Clarke/Program Manager, Crystal Pariseau/Director of Marketing and Public Engagement.

Evaluation Period

This report covers the period: May 18, 2016 – May 18, 2018.

II. Implementation Team Meetings

Meetings

5.18.16	Kick-Off Implementation Team Meeting
9.7.16	Implementation Team Meeting
1.13.17	Implementation Team Meeting
6.21.17	Implementation Team Meeting
9.5.17	Implementation Team Meeting
1.11.18	Implementation Meeting

III. Outcomes

An alliance webpage, <https://www.dol.gov/odep/alliances/AUCD.htm> , was created on ODEP's website. This page contains a description of the purpose of the ODEP AUCD alliance, an outline of activities, the signed agreement, photos (2) of the signing event and a presentation at AUCD's 2017 conference plus a link to a Tuesday with Liz interview with ODEP's director of policy, communication and outreach.

5.18.16 Kick-off Implementation Meeting: AUCD staff and members were encouraged to sign up to receive ODEP's weekly *News Brief* to learn more about ODEP and to stay abreast of key disability issues, https://public.govdelivery.com/accounts/USDOL/subscriber/new?topic_id=USDOL_164. Andy Imparato emphasized the need to weave disability employment into alliance activities and messaging.

5.23.16 *AUCD In Brief/Disability News Every Monday*
Employment

Last week, AUCD signed an agreement with the US Department of Labor's Office of Disability Employment Policy (ODEP) to find ways to collaborate in our efforts to promote better employment outcomes for people with disabilities. The agreement is for two years and does not involve any new funding going from ODEP to AUCD. Under the agreement, ODEP and AUCD agree to work together to carry out activities in some of the following areas: share expertise and disseminate information on hiring, advancing, and retaining workers with disabilities; promote and disseminate information about ODEP resources to the AUCD network; share with ODEP staff and grantees information about AUCD's network of UCEDDs and LENDs and ways to collaborate with and tap the expertise of our network; build awareness of the Workforce Recruitment Program; develop and publicize resources; identify emerging issues to which the Alliance should direct particular attention and resources; provide technical assistance to employers and employees regarding evidence-based disability employment strategies, policies and effective practices; carry out any other activities (as mutually agreed upon) that promote the hiring, advancement, and retention of individuals with disabilities.

6.8.16 AUCD mentioned the ODEP AUCD Alliance in AUCD's 360 "News from Around the Network"

[US Department of Labor Signs Alliance Agreement to Increase Inclusion of Workers with Disabilities](#)



To promote inclusive workplaces that embrace the skills and talents of workers with disabilities, the U.S. Department of Labor's Office of Disability Employment Policy signed an alliance agreement today with the Association of University Centers on Disabilities. "Expanding the availability of resources and information on fostering an inclusive workforce is critical to increasing employment opportunities for people with disabilities," said ODEP's Deputy Assistant Secretary Jennifer Sheehy. "Our partnership with AUCD will play an integral role in improving support for jobseekers and workers with disabilities nationwide." [Read more...](#)

9.7.16 Andy Imparato provided a slide overview of AUCD for ODEP staff.

10.18.16 ODEP's director of policy, communication and outreach was interviewed by AUCD's Liz Weintraub. The discussion focused on the 2016 NDEAM theme, #InclusionWorks and ODEP's Inclusive Apprenticeship video project.

- 11.8.16 Michael Gamel-McCormick reported that ODEP's Taryn Williams was a guest on the 11.4.16 nTIDE webcast:

11/04/2016 - nTIDE Lunch & Learn Webinar Series - Episode #9 *This webinar will offer an overview of the National Trends in Disability Employment (nTIDE) Jobs Report Release, as well as updates from the field of disability employment. Presenters include Andrew Houtenville, UNH-IOD, John O'Neill, Kessler Foundation, Michael Gamel-McCormick, AUCD and Taryn Williams, Chief of Staff, U.S. Department of Labor, Office of Disability Employment Policy.*

AUCD also highlighted ODEP's work and the #Inclusionworks theme during their twitter chat for Down syndrome month (October 26th) and during a webcast with CDC that focused on health and employment.

- 12.4-7, 2016 ODEP exhibited at AUCD's Annual Conference, Navigating Change/Building Our Future Together, at the Renaissance Hotel. Richard Davis and Andy Arias attended to conference to meet stakeholders and share ODEP resources.

ODEP's Taryn Williams served as a panelist at AUCD's Annual Conference Opening Plenary - "Building Our Future: Lessons from the Obama Years"

12.8-9, 2016 **Labor Secretary Tom Perez Addresses Harkin International Disability Employment Summit**

On December 8 and 9, high-level representatives and grassroots implementers from around the world convened in Washington, D.C. for the inaugural Harkin International Disability Employment Summit — an event designed to identify and create strategies to increase the employment opportunities for people with disabilities around the world. Among the event's speakers was U.S. Secretary of Labor Tom Perez, who discussed numerous efforts led by the Department of Labor and the importance of "fielding a full team" in the workplace. Summit organizers, who include disability rights advocate and former U.S. Senator Tom Harkin, endeavored to link international leaders in the field of disability employment to share best practices.

- 1.13.17 This alliance meeting was held at AUCD offices in Silver Spring, Maryland to allow ODEP staff to become further acquainted with AUCD's mission, objectives, offices, services and staff.

- 4.27.17 AUCD helped promote the LEAD Center ABLE webinar on how individuals with disabilities and their families can use ABLE accounts to increase their financial stability and produce positive employment outcomes.

- 5.11.17 The Campaign Disability Employment and the Association of University Centers held a Twitter Chat about the importance of supporting the employment success of people with mental health disabilities, along with workplace strategies for doing so effectively. The chat titled “#CDEmentalHealth: Supporting People with Mental Health Disabilities in the Workplace,” featured Andy Imparato, AUCD Executive Director, in observance of Mental Health Month.
- 6.21.17 John Tschida announced that the WRP flyer was distributed to the UCEDDs. ODEP’s Meredith DeDona presented a slide presentation of ODEP’s Return-to-Work/Stay-at-Work Initiatives including public impact, potential solution, description of necessary collaborations and the value of demonstration projects.
- 11.5-8.17 Labor Secretary Alexander Acosta provided remarks on the importance of meaningful work for all Americans during the opening plenary session of AUCD’s 2017 Annual Conference.
<https://twitter.com/i/moments/927912761786499073>
 ODEP exhibited at AUCD’s Annual Conference and provided a research banner for a poster symposium. The symposium entitled Ensuring Opportunities for Competitive Employment was co-presented by ODEP’s Richard Davis and Julie Christenson from the Iowa UCEDD focused on statewide systems change.
- 1.29.18 Jennifer Sheehy and Patrick Mannix presented an ODEP update at the January CCD Meeting.

IV. Results/Capacity Building

ODEP has attended AUCD conferences which have increased ODEP’s visibility among members and enhanced member knowledge of ODEP resources. Two secretaries of Labor provided remarks at AUCD functions during this timeframe. AUCD engaged in a Twitter Chat with CDE in observance of Mental Health Month and disseminated information on ODEP initiatives such as the WRP program and NDEAM. Increasing disability employment among AUCD members is a key element of this alliance.